



# 1<sup>st</sup> CSN Greece Crewing Conference

Maritime HR Challenges in a World of Changes

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1<sup>st</sup> CSN Greece  
Crewing Conference

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# The Impact on Crew Retention and Pool Cohesion

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## INTRODUCTION

# Crew Welfare is paramount in maritime industry and significantly contributes to Crew Retention and Pool Cohesion

An analytical insight into how crew welfare influences these two critical facets and navigates through various complexities, obstacles, risks, and challenges inherent within maritime operations.



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# Crucial Factors for Compliance with OCIMF and DryBMS

**Inadequate crew welfare may disrupt crew morale and motivation, culminating in higher turnover rates and weaker pool cohesion.**

Pool coherence and crew retention are vital for maritime operations' safety, compliance, and cost-effectiveness.



**Safety**



**Operational Efficiency**



**Risk Management**



**Reputation & Trust**



**Cost-effectiveness**

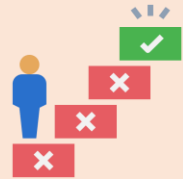


**Continuous Improvement**

# Crew Welfare Mismanagement



**Negative Factors**  
due to Crew Welfare  
mismanagement on  
Crew Retention and  
Pool Cohesion.



## Obstacles

Limited resources, budget constraints, outdated policy, etc.



## Challenges

Long working hours, cultural barriers, social networks, etc.



## Risks

Poor crew welfare, mental health issues, emotional distress, etc.



## Potential Default

Lack of commitment, crew welfare negligence, improper implementation



## Complexity

Safety, training, communication, healthcare, etc.



## Unattainable factors

Vessel location, environment condition



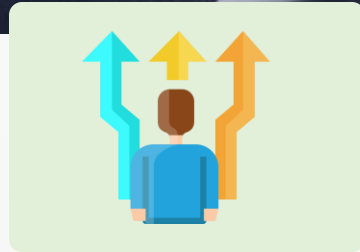
## Operations Inefficiency

Crew turnover, crew morale, training costs

# Crew Welfare Effective Management



**Positive Factors**  
due to Crew Welfare  
effective management  
on Crew Retention  
and Pool Cohesion.



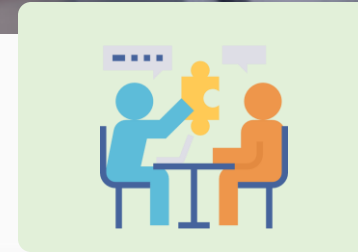
## Opportunities

Long-term benefits, crew retention rates and productivity



## Attributes

Accommodation, Food, Medical Care, Facilities, etc.



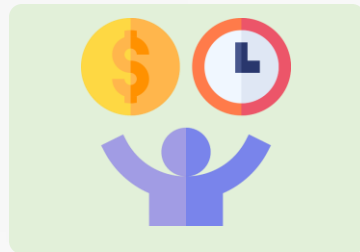
## Efficiencies

Streamlined process, proper communication



## Fine-tuning

Regular Evaluation, Policy adaptations



## Attainability

Budget allocation, stakeholder commitment



## Efficacies

Job satisfaction, safety records, organizational performance

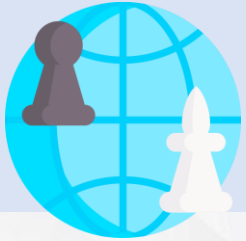


## Areas for improvement

Crew Surveys, Open communication

# Obstacles and Challenges

A



Geopolitical tensions and economic turbulence

B



Turbulent charter rates result in financial constraints

C



Difficulties in accessing essential services and resource

D



Reactive Scheduling instead of Proactive

E



Multicultural composition

F



Shorter trips and intensity of port calls



# Risks and Complexity



A

## Factor #1

Geopolitical tensions increase security risks for crew members, particularly in areas with conflicts or political unrest.



B

## Factor #2

Economic turbulence and turbulent charter rates lead to job insecurity and potential layoffs, adding to financial and psychological stress.



C

## Factor #3

Complex international regulations and compliance requirements related to crew welfare become more challenging to navigate during such times.

# Unattainable Factors and Operations Inefficiency



Fluctuating charter rates put pressure on shipping companies to cut costs



High competition may distract the ship operator from focusing on crew welfare



Limited resources and operational inefficiencies



New Build vessels may be more attractive to seafarers than the older vessels.



Trading of the vessel, may deteriorate the seaman's life and life onboard

# Stakeholders' Resistance and Reasons for Opposition



Some stakeholders in the shipping industry may resist investing in crew welfare initiatives during economic uncertainty, prioritizing cost-cutting measures instead.



Opposition may stem from concerns about profitability and short-term financial gains.

## Why to remove resistance & how?



**Prioritizing worker welfare** is crucial for the success and sustainability of any industry, even if it may involve additional costs.



Neglecting crew members can lead to long-term inefficiencies and potential hazards.



It's important to strike a **balance between cost concerns and ensuring the well-being of workers.**

# Opportunities and Efficiencies



**Collaboration with industry organizations, NGOs, and governments**



**Implement comprehensive training programs, mental health support, etc.**



**Rethink of Restructuring**

**Build on Digitalization**



**Identify Areas for Improvement**

# Areas for Improvement and Best Practices



Conducting regular 360-audits and reviews of crew welfare policies



Fine-tuning crew welfare programs based on feedback from crew members and stakeholders



Sharing best practices and facilitating knowledge exchange among shipping companies



Investing in crew welfare is crucial for **long-term success and loyalty.**



**Technological advancements** and improved provisions can help, such as telemedicine for remote health and onboard connectivity for communication.



**Flexible hours, mental health support, exercise, and nutritious food services** can also meet crew needs

# Thank you!

For more information, visit our website:

[www.elvictorgroup.com](http://www.elvictorgroup.com)